



## Service, Science, Sustainability

Under the leadership of the Commissioner of Public Lands, our work at the Department of Natural Resources (DNR) is done with the public's interest in mind, which means transparency and public knowledge. Our decisions are guided by sound science as we manage state trust lands, native ecosystems and natural resources. We support the vision of a sustainable future by protecting and managing the natural resources for future generations.

DNR manages over 5 million acres of state-owned land that includes forest, range, commercial, agricultural and aquatic lands. We generate revenue that supports public schools, state institutions and county services. But managing lands is only half of our story. We also protect other public resources such as fish, wildlife, water, and provide public access to outdoor recreation. Two of our largest and most important state-wide resource protection responsibilities are fire prevention and suppression, and overseeing forest practices.

The DNR operates with a biennial budget of approximately \$400 million and has over 1300 employees.

We have some of the most talented people in the industry. We honor diversity in the workplace and support one another with respect and trust. We invite you to learn more about our culture, our careers, and why some of the top forestry and natural science professionals have joined Washington DNR by visiting our [DNR website](#).

## Employee Benefits

The state of Washington offers a comprehensive benefits package including:

- [Medical](#), [dental](#), [life](#) and [long-term disability](#) insurance.
- Optional [long-term care](#), and [auto/home](#) insurance.
- Optional [medical flexible spending account](#).
- Vacation, sick, military, and civil leave.
- Eleven paid holidays per year.
- A state [retirement plan](#).

## INTERNAL ONLY RECRUITMENTS

### WASHINGTON MANAGEMENT SERVICE

#### SALARY RANGES:

Assistant Region Manager – RP&S - Pacific Cascade up to **\$6205/mo**  
Assistant Division Manager - Forest Practices Operations up to **\$6205/mo**  
Assistant Division Manager – Forest Practices Policy & Services up to **\$6205/mo**  
Assistant Region Manager – State Lands up to **\$6205/mo**  
District Manager – Forest Practices – Olympic Region up to **\$5239/mo**

#### LOCATIONS:

Olympia, Washington  
Castle Rock, Washington (Pacific Cascade Region)  
Forks, Washington (Olympic Region)

#### CLOSING DATE:

Open until filled

#### POSITION PROFILES:

The Washington State Department of Natural Resources (DNR) seeks natural resource leaders with management level skills. We are looking for candidates that can provide vision and leadership to key agency programs on natural resource issues impacting the state of Washington.

For a description of each position and the preferred qualifications please see the corresponding links below:

[Assistant Region Manager, RP&S, Pacific Cascade Region](#)  
[Assistant Division Manager - Forest Practices Operations](#)  
[Assistant Division Manager – Forest Practices Policy and Services](#)  
[District Manager, Forest Practices, Olympic Region](#)  
[Assistant Region Manager, State Lands, Olympic Region](#)

#### APPLICATION PROCESS

To be considered for these positions please submit:

- **A letter of interest** describing how your experience and qualifications relate to that position. Please indicate **specifically which position(s)** you want to be considered for and how you learned of this opportunity.
- **Resume**
- At least 4 professional **references**, including at least one reference from a current and former supervisor, one from a peer, and one from a subordinate.
- An online **voluntary Applicant Profile Questionnaire**. *(This form is not required if it is voluntary. Please submit it online. Please do **not** submit with application materials).*

See further instructions below:

Submit all materials to:

**Electronic method preferred**

**OR**

<ul style="list-style-type: none"> <li>• Optional credit unions and savings bonds.</li> <li>• Optional <a href="#">Deferred Compensation</a> and <a href="#">Dependent Care Assistance</a> programs.</li> </ul> <p>Join our job announcement mailing list and view all current job opportunities. Visit: <a href="#">DNR Jobs</a></p> <p>This announcement is published by the Washington State Department of Natural Resources (DNR). The DNR is an equal opportunity employer. Women, racial, and ethnic minorities, persons of disability, and disabled and Vietnam-era veterans are encouraged to apply. Persons with a disability who need assistance during the screening process, or those needing this announcement in an alternative format may contact DNR's ADA Coordinator at (360) 902-1150. DNR may be contacted using the Washington State Telecommunications Relay Service (TTY) by dialing 711.</p>	<table border="1"> <tr> <td data-bbox="673 155 1185 289"> <a href="mailto:dnrrcruiting@dnr.wa.gov">dnrrcruiting@dnr.wa.gov</a> </td><td data-bbox="1185 155 1559 289"> Debra Chamberlin DNR PO BOX 47033 Olympia, WA 98504-7033 </td></tr> <tr> <td colspan="2" data-bbox="673 289 1559 483"> <p><b>NOTE: Please indicate in the subject line of your e-mail and letter of interest which position you are applying for.</b></p> <p>By submitting the application materials you are indicating that all information is true and correct to the best of your knowledge. You understand that the state may verify information and that untruthful or misleading information is cause for removal from applicant pool or dismissal if employed.</p> </td></tr> <tr> <td colspan="2" data-bbox="673 483 1559 810"> <p>Questions? Please contact Debra Chamberlin, Recruiter, at 360-902-1228 or Roberta Searles at 360-902-1350 or e-mail us at <a href="mailto:DNRRcruiting@dnr.wa.gov">DNRRcruiting@dnr.wa.gov</a>.</p> </td></tr> </table>	<a href="mailto:dnrrcruiting@dnr.wa.gov">dnrrcruiting@dnr.wa.gov</a>	Debra Chamberlin DNR PO BOX 47033 Olympia, WA 98504-7033	<p><b>NOTE: Please indicate in the subject line of your e-mail and letter of interest which position you are applying for.</b></p> <p>By submitting the application materials you are indicating that all information is true and correct to the best of your knowledge. You understand that the state may verify information and that untruthful or misleading information is cause for removal from applicant pool or dismissal if employed.</p>		<p>Questions? Please contact Debra Chamberlin, Recruiter, at 360-902-1228 or Roberta Searles at 360-902-1350 or e-mail us at <a href="mailto:DNRRcruiting@dnr.wa.gov">DNRRcruiting@dnr.wa.gov</a>.</p>	
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WASHINGTON STATE DEPARTMENT OF  
**Natural Resources**  
Peter Goldmark - Commissioner of Public Lands



**ASSISTANT REGION MANAGER – RESOURCE PROTECTION & SERVICES  
PACIFIC CASCADE REGION  
Castle Rock, Washington  
Washington Management Service Band 2**

**POSITION PROFILE:**

The Pacific Cascade Region Assistant Manager for Resource Protection and Services (RP&S) reports directly to the Pacific Region Manager and is included in the Washington Management Service (Band 2).

As a member of senior management, the successful candidate will be responsible for managing the resource protection program and services within the Pacific Cascade Region which includes eight counties: Thurston, Lewis, Pacific, Wahkiakum, Cowlitz, Clark and Skamania, along with southeast Grays Harbor.

Major responsibilities include but not limited to:

- Provide tactical oversight and management for RP&S work performed in the Pacific Cascade Region.
- Work with agency and region program and district managers to carry out all operational activities of resource protection and services to include: forest practices and wildfire protection on 3.5 million acres of state and private forest land in the region.
- Participate in region strategic planning efforts, develop and implement short and long range strategies for the RP & S programs carried out in the region.
- Prepare region input to RP&S program operating and capital budget process.
- Monitor and control program budget resources.
- Interpret and provide direction to region staff on agency or region policy, procedures, applicable statutes and codes.
- Develop, recommend, and implement region RP&S program priorities and reviews.
- Establish and maintain networks with stakeholders and work with diverse individuals, public and private organizations such as: forest industries, environmental groups, tribes, other government entities, etc.

**THE PREFERRED CANDIDATE WILL HAVE:**

- The knowledge, skills, and abilities to carry out the responsibilities of the position as outlined above.
- A bachelor's degree and significant management experience preferable in natural resource science or natural resource management.
- Working knowledge and experience with public administration, business management practices, organizational development, and employee performance management.
- A proven track record of delivering results, building accountability with staff, and creating a positive working environment.
- Knowledge of legislative process and budget development and management.
- Advanced knowledge of principles, practices, and legal aspects of the following: agency land management, wildland fire prevention and suppression (to include incident command system), Resource Protection, Forest Practices Act and Rules, and Habitat Conservation.
- Ability to establish credibility and work with diverse stakeholder groups, public, and private organizations as well as within the agency.
- Working knowledge of human resource management principles, labor agreements, personnel rules, and employment law.



WASHINGTON STATE DEPARTMENT OF  
**Natural Resources**  
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**ASSISTANT DIVISION MANAGER OPERATIONS  
FOREST PRACTICES DIVISION  
Olympia, Washington  
Washington Management Service Band 2**

**POSITION PROFILE:**

The Assistant Division Manager for Forest Practices (FP) Operations reports directly to the Forest Practices Division Manager and is included in the Washington Management Service (Band 2).

As a member of senior management, the successful candidate will be responsible for developing budget proposals, strategies, procedures, and guidance for statewide implementation of the rules adopted by the Forest Practices Board governing logging, forest roads, pesticide use, preparation of sites for replanting forests, and reforestation on all state, local, and private forest lands in the state.

Major responsibilities include but are not limited to:

- Provide tactical oversight and management of agency field operations relating to Forest Practices rules and enforcement.
- Manage the performance of 14 FP Operations staff (to include 5 direct reports).
- Participate in Forest Practices Division strategic planning efforts, develop and implement short and long range strategies and priorities for the Division and for the Operations section.
- Assist with the development of Division operating and capital budget.
- Monitor and report on the FP Operations budget.
- Interpret and provide direction to agency staff regarding FP rules, regulations, policy, procedures, applicable statutes and codes related to Forest Practices.
- Establish and maintain networks with stakeholders and work with diverse individuals, public and private organizations such as: forest industries, environmental groups, tribes, other government entities, etc.
- Oversight of watershed analyses.
- Coordination with agencies having overlapping regulatory or enforcement authority for Forest Practices.
- Dispute resolution with landowners.
- Legal appeals of Forest Practices enforcement actions.
- Agency/operator rule interpretation and enforcement training.

**THE PREFERRED CANDIDATE WILL HAVE:**

- The knowledge, skills, and abilities to carry out the responsibilities of the position as outlined above.
- A bachelor's degree and significant management experience preferable in natural resource science or natural resource management.
- Experience supervising staff.
- Working knowledge and experience with public administration, business management practices, organizational development, and employee performance management.
- A proven track record of delivering results, building accountability with staff, and creating a positive working environment.
- Knowledge of legislative process and budget development and management.
- Advanced knowledge of Forest Practices laws, rules and legal principles.
- Knowledge of forest harvesting, road construction/maintenance, and forest management techniques and best practices.
- Familiarity with forest related sciences such as hydrology, silviculture, fisheries and wildlife biology, geology, and forest soils.
- Ability to establish credibility, negotiate, and work with diverse stakeholder groups, public, and private organizations as well as within the agency.
- Working knowledge of human resource management principles, labor agreements, personnel rules, and employment law.



WASHINGTON STATE DEPARTMENT OF  
**Natural Resources**  
Peter Goldmark - Commissioner of Public Lands



**ASSISTANT DIVISION MANAGER POLICY & SERVICES  
FOREST PRACTICES DIVISION  
Olympia, Washington  
Washington Management Service Band 2**

**POSITION PROFILE:**

The Assistant Division Manager for Forest Practices (FP) Policy & Services reports directly to the Forest Practices Division Manager and is included in the Washington Management Service (Band 2).

As a member of senior management, the successful candidate will be responsible for Developing budget proposals, strategies, procedures, and guidance for the Forest Practices Policy & Services Programs, staff to the Forest Practices Board (separate state agency), and overseeing the Forest Practices Statewide Habitat Conservation Plan implementation.

Major responsibilities include but are not limited to:

- Staff to the Forest Practices Board.
- Oversee rule making by the Forest Practices Board.
- Participate on the Forests & Fish Policy Committee and its working groups.
- Provide tactical oversight and management of FP policy and services program, field science team, small forest landowner program and habitat conservation implementation
- Manage the performance of 26 FP staff (to include 8 direct reports).
- Monitor and report on the FP Policy & Services budget.
- Participate in Forest Practices Division strategic planning efforts, develop and implement short and long range strategies and priorities for the Division and for the Policy section.
- Assist with the development of Division operating and capital budget.
- Interpret and provide direction to agency staff regarding FP policy and procedures.
- Establish and maintain networks with stakeholders and work with diverse individuals, public and private organizations such as: forest industries, environmental groups, tribes, other government entities, etc.

**THE PREFERRED CANDIDATE WILL HAVE:**

- The knowledge, skills, and abilities to carry out the responsibilities of the position as outlined above.
- A bachelor's degree and significant management experience preferable in natural resource science or natural resource management.
- Working knowledge and experience with public administration, business management practices, organizational development, and employee performance management.
- Experience supervising staff.
- Experience developing natural resource policy.
- A proven track record of delivering results, building accountability with staff, and creating a positive working environment.
- Knowledge of legislative process and budget development and management.
- Knowledge of Forest Practices laws, rules and legal principles.
- Ability to establish credibility, negotiate, and work with diverse stakeholder groups, public, and private organizations as well as within the agency.
- Working knowledge of human resource management principles, labor agreements, personnel rules, and employment law.





WASHINGTON STATE DEPARTMENT OF  
**Natural Resources**  
Peter Goldmark - Commissioner of Public Lands



**ASSISTANT REGION MANAGER – STATE LANDS  
OLYMPIC REGION  
Washington Management Service Band 2**

**POSITION PROFILE:**

The Assistant Region Manager for State Lands reports directly to the Olympic Region Manager and is included in the Washington Management Service (Band 2).

As a member of senior management, the successful candidate will be responsible for managing the state lands programs within the Olympic Region which includes Clallam, Jefferson and the north half of Grays Harbor Counties.

Major responsibilities include but not limited to:

- Implement the Policy for Sustainable Forests, The Department Habitat Conservation Plan, Washington State Forest Practices rules and Regulations on all State trust land within the Olympic Region to produce income for trust beneficiaries while protecting natural resources.
- Coordinate with the Olympic Experimental State Forest (OESF) planning team to complete the OESF plan.
- Implement the OESF Plan and develop relationships and partnerships with continuants.
- Manage budget for state lands activities, sets goals and performance standards, plans and directs field and headquarters staff managers and supervisors to carry out operations that accomplish the Department's mission in: timber sales, silviculture, asset management, engineering, recreation, natural area management and protection and implementation of various obligations under federal and state laws.
- Maintain a peer to peer business relationship with other region state lands assistants, and division program assistants to enhance successful delivery of region assignments and DNR goals and objectives.

**THE PREFERRED CANDIDATE WILL HAVE:**

- Knowledge skills and abilities to carry out the responsibilities of the position as outlined above.
- A working knowledge of the Washington Department of Natural Resources Habitat Conservation Plan, the Policy for Sustainable Forests, The Washington State Forest Practices rules and Regulations.
- A bachelor's degree and significant management experience preferable in natural science or natural resource management.
- A working knowledge and experience with public administration, business management practices, organizational development and employee performance management.
- Ability to establish credibility, negotiate and work with diverse stakeholder groups, public and private organizations as well as within the agency.



WASHINGTON STATE DEPARTMENT OF  
**Natural Resources**  
Peter Goldmark - Commissioner of Public Lands



**DISTRICT MANAGER – FOREST PRACTICES  
OLYMPIC REGION  
Washington Management Service Band 1**

**POSITION PROFILE:**

This position is responsible for all functions and staff related to the region-wide Forest Practices in Olympic Region. The region encompasses Clallam and Jefferson counties, and portions of Grays Harbor county. This position is responsible for the interpretation, application and implementation of agency and program policy at the region level. This position has influence on region and statewide policy by direct participation in development of agency/program policy through committees or direct input to policy makers.

Major responsibilities include but are not limited to:

- Manages the Forest Practices program in the Olympic Region on approximately 1 million acres of private and state forestlands, with the specific purpose of protecting the state's public resources on these forestlands. Focus includes processing forest practice permits, compliance, enforcement and stakeholder training of the Forest Practice Rules and Regulation, and regulating road maintenance and abandonment plans (RMAP's).
- Represents DNR in resolving issues related to Forest Practices Applications processing, compliance, and enforcement actions; represents Olympic Region during appeals.
- Develops plans to meet division deliverables. Implements the region program.
- Plans, leads, organizes, and controls the work performed by the Forest Practices section, consisting of approximately eleven (11) staff positions.
- Assures appropriate and optimum use of the organization's resources and enhances the effectiveness of employees through timely appraisal and professional development opportunities.
- Supports effective communications through the organization.
- Maintains the highest standards of personal/professional and ethical conduct and supports the State's goals for a diverse workforce.

**THE PREFERRED CANDIDATE WILL HAVE:**

- Knowledge about the forests and natural environments, along with technical skills and abilities normally found among those with an Associate's degree or Bachelor's degree with major study in forestry, environmental science, natural resources or closely related fields.
- Working knowledge and experience with a variety of forest harvest systems, forest road construction methods, and surface erosion controls
- Knowledge of and experience applying the Forest Practices Rules equivalent to the independent decision-making required of a Natural Resource Specialist 2.
- Demonstrated ability to prioritize, assign and track work assignments.
- Demonstrated ability to work effectively within interdisciplinary groups.
- Experience working with stakeholders external to one's own organization (e.g., other agency representatives, tribes, forest landowners, private citizens, non-profit groups, etc.)
- The ability to perform the outdoor field activities required of this position. This includes walking and scrambling in all terrain and weather conditions.
- A working knowledge of Forest Practices Rules and office procedures for processing FPAs, equivalent to one year as a Forest Practices Coordinator (NRS3).
- Experience enforcing the Forest Practices Rules.
- Familiarity with SEPA rules and requirements in support of the Responsible Official.
- Demonstrated ability to successfully develop programs, projects, and timelines, and to track accomplishments.
- Demonstrated supervisory and team-building skills with the ability to assign work and keep employees focused.
- Demonstrated experience applying negotiation skills. Experience facilitating group dynamics, similar to the

TFW process.

- Strong computer skills, including a working knowledge of Word, Excel, PowerPoint, and SharePoint. The aptitude to understand software and hardware needs and requests.
- Demonstrated strengths in written and oral communication skills, including experience in public speaking to address large groups in an organized and logical manner.
- Experience monitoring budgets.